

Diversity Pay Gap Report - Snapshot at 5 April 2024

Key

Female Male Ethnically Diverse White British Prefer not to say

348 employees:-

- 183 were female
- 165 were male

53% 47%

Ethnicity

- 187 were White British
- 84 were from an ethnically diverse background
- 77 preferred not to say, or we hold no data

54% 24% 22%

Gender Pay

Hourly Rate of Pay

£19.07 £17.82
Mean hourly rate of pay

£16.89 £15.81
Median hourly rate of pay

Bonus Pay

£666.26 £617.84
Mean hourly rate of pay

£600 £600
Median hourly rate of pay

Pay Quartiles

55.80% 45.20%
Upper quartile

55.30% 44.70%
Upper middle quartile

40.50% 59.50%
Lower middle quartile

60.00% 40.00%
Lower quartile

Ethnicity Pay

Hourly Rate of Pay

£18.46 £17.69
Mean hourly rate of pay

£16.64 £16.52
Median hourly rate of pay

Pay Quartiles

83.32% 11.68%
Upper quartile

73.44% 26.56%
Upper middle quartile

86.44% 13.56%
Lower middle quartile

25.39% 74.61%
Lower quartile

All Employees

Pay Quartiles

80.96% 10.71% 8.33%
Upper quartile

56.63% 20.48% 22.89%
Upper middle quartile

60.00% 9.41% 30.59%
Lower middle quartile

18.60% 54.66% 26.74%
Lower quartile

As we currently do not have data for 22% of the workforce the table opposite includes data for white, Ethnically Diverse and those that we have no data for or prefer not to say.